News Release

National Labor Relations Board

Office of the General Counsel

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Federal judge orders Kaiser Permanente to grant promised raises

Injunction effects about 2,300 California employees who joined NUHW

At the request of the National Labor Relations Board, a U.S. District Court judge today ordered the Southern California Permanente Medical Group and Kaiser Foundation Hospitals to restore education and training programs and grant annual raises that were withheld from about 2,300 employees following their vote to join the National Union of Healthcare Workers.

The healthcare institutions were also ordered to bargain in good faith with the union, which was elected to represent the employees in February 2010. They had formerly been represented by the Service Employees International Union. According to a complaint issued by the NLRB Regional Office in Los Angeles, the hospitals illegally withheld annual raises and eliminated a tuition-reimbursement program and a steward training program following the election. The terms and conditions should have remained in place until a new contract was negotiated.

The temporary injunction, issued by U.S. District Court Judge Gary A. Feess, will remain in effect until the overall case is resolved by the NLRB.

On Monday of this week, NLRB Administrative Law Judge William L. Schmidt issued a decision in the same case, finding that the health care institutions' actions were "inherently destructive" of employee rights under the National Labor Relations Act.

The National Labor Relations Board is an independent federal agency vested with the authority to safeguard employees' rights to organize and to determine whether to have a union as their collective bargaining representative, and to prevent and remedy unfair labor practices committed by private sector employers and unions.

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